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TEAMSTER CONVOY DISPATCH

VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975

May 1995 #141

Carey addresses California rally protesting government subsidies to agribusiness, including Diamond Walnut growers.

Rally Against Corporate Welfare

"Since 1986, $1.4 billion has gone to food companies," President Ron Carey yelled from a makeshift stage. "These companies are making more and more profits, but they're trying to turn back the clock on employees. They're cutting employees pay and scaling back hard-earned health benefits. Should taxpayers be paying for commercials for Diamond Walnuts in Spain? It's time to get millionaires off the dole."

The scene was a rowdy demonstration of Diamond Walnut strikers and other labor supporters angry at their exclusion from a hearing on the Farm bill by six members of the House Agriculture Committee. The hearing was located on Roberts Island, Calif., in a deliberate attempt to isolate it from the public and restrict testimony to representatives of the various Growers Associations. Workers clearly were not welcome.

Despite having requested two weeks earlier to be allowed to testify, the protesters received no response from the congressional committee and were denied entry. Carrying signs emblazoned with slogans like "Stop USDA's Billion $$ Boondoggle for Agribusiness," 200 men, women and children, including striking Diamond Walnut workers from Stockton Local 601, congregated outside the building while they listened to fiery speeches from Carey, Lucio Reyes (Local 601 secretary-treasurer), Dolores Huerta (United Farm Workers) and others. Later they marched around the building, banging their fists against the walls.

Carey lambasted U.S. policy toward agribusiness. "They're targeting Social Security, school lunches, student loans ... while leaving large loopholes for big business," Carey charged.

Carey spent the rest of the weekend addressing large crowds of enthusiatic Teamsters in Stockton, San Jose and Southern California. While emphasizing the achievements of his administration on cleaning up corruption and taking a hard-line stance with employers, Carey also called on the members to get more involved in their union. He called for more volunteer organizers, explaining that working Teamster members are far more effective than full-time paid organizers.

In pointing to the attitude the union must have toward employers, he said, "Before the ink is dry on a new agreement, they're scheming about how to ignore it ... We are ready to help fight Safeway and other union busters, but the members must be the cops on the job. That's the only way to make the union strong and enforce contracts."

Teamster Members Unite as Carhaul Employers Stonewall

With the May 21 contract expiration fast approaching, the carhaul employers in late April asked the union for an extension. The union committee, tired of the employers' stonewalling to date, said no. Negotiations resume on May 8.

From all reports, rank and file carhaulers are in complete agreement with the union stand. Carhaulers in California, Detroit, Louisville, Ky., and elsewhere have turned out for rallies with Ron Carey and in a show of solidarity in the battle for a good contract.

The employers have stalled negotiations and even preferred to call off sessions to visit the golf course, but they have been busy with propaganda. In late April all 15,000 Teamster carhaulers received a videotape mailed to their homes from the employers.

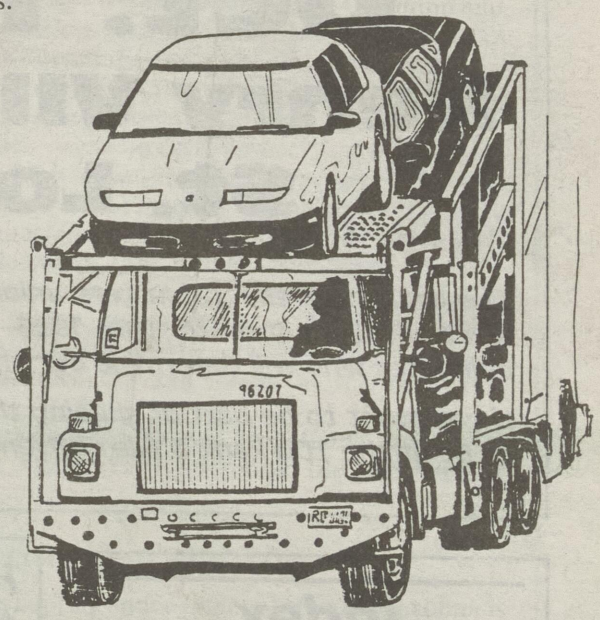
The employers' propaganda tape argues for concessions, which are packaged as a "work restoration" clause. This is a fancy way of saying wage reductions and whipsawing—locals underbidding each other. The employers are also asking for "flexibility," a fancy term for destruction of union conditions.

The union wants a different form of job security clause: instead of giving concessions, the union wants stronger protection against contracting out and the use of nonunion subsidiaries to destroy union jobs.

Other union demands are for pension improvements, wages to keep pace with inflation, grievance reform (including innocent till proven guilty), and working conditions and safety protections. None of these proposals are sky high or unreasonable.

Union members are signing petitions, displaying union contract buttons and turning out for rallies to show unity. Teamsters in the auto hauling industry have seen recent job actions by GM auto workers win thousands of good new jobs and are in no mood to lay down.

Sentiment is strong that if a strike is needed, Teamsters are ready. In addition to a strike, other actions are possible, including mass handbilling of car dealerships to take the workers' cause directly to the auto corporations who call the shots in this industry.



Teamsters for a Democratic Union
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This paper is paid for and distributed by concerned Teamsters. We invite you to do your part—join TDU to help improve our union. See application form on back page.

UNION SOLIDARITY

'Stress and Struggle in the Changing Workplace'

Labor Notes Conference Looks at New Directions for Labor Movement

The monthly labor newspaper *Labor Notes* held its eighth international educational conference on April 28 - 30. Well over 1,200 participants attended, from over 40 states and 30 countries. Labor Notes conferences have always been a gathering point for progressive and labor reform movements, and this conference was successful in providing some new ideas for all union activists to bring to their local areas.

A central theme of the conference was labor's response to the twin challenges of workplace changes and the anti-labor political environment. Union leaders like Bob Clark, secretary-treasurer of the United Electrical Workers union, Bob Wages, president of the Oil, Chemical and Atomic Workers union and Jed Dodd, regional chairman of the Brotherhood of Maintenance of Way rail union made presentations. Local union officials and shop-level activists, like Dave Yettaw, president of Flint UAW Local 599 and Pat Franks, TDU ISC member and vice-president of Teamsters Local 773, took up these questions as well.

The main panels dealt with the reasons why work life is changing and what to do about it. Jane Slaughter, co-author of Labor Notes' new book on "cooperation" programs "Working Smart," stated two separate worlds of work are being created: full-time work with inhuman schedules and massive overtime and part-time or temporary work with few or no benefits. Slaughter addressed the employers' shell game called "team concept" or "total quality management" and how that worsens the deteriorating situation for workers.

Innovative Strategies

Attendees heard from two panels of activists fighting this "new workplace order." Innovative strategies, including a campaign for a shorter work week, international labor solidarity and fighting the employers even without union representation were addressed, as well as union reform and strikes against overtime.

Well over 60 workshops discussed a variety of issues, allowing participants to exchange ideas and strategies. TDU leaders and activists were involved in a number of these workshops, including building a local union caucus; running for local union office; dealing with participation programs, an update on Teamster developments and many more.

One of the most useful parts of the conference was the chance to meet people from across the country (and world!) and dozens of different unions to compare notes, think ahead and have a good time.

Labor Notes organizes the conferences every other year, but each issue of their paper covers these issues in great detail. A year's subscription is $20 and available from Labor Notes, 7435 Michigan Ave., Detroit, Mich., 48210 (313) 842-6262.

Hoffa Jr. Wanders In, Insults Strikers

Hoffa Junior, taking a break from his busy campaign schedule, visited the Westin Hotel in Detroit on April 29, site of the Labor Notes Conference. But instead of participating in the labor event, he briefly wandered the halls, insulted striking Teamsters from Diamond Walnut, and then departed.

In a hallway discussion, Hoffa told two striking Teamsters from California that they are "paid by Carey to go around the country and cause trouble." In fact, the sisters (not paid by the International) he was insulting spend their time carrying a message of solidarity in a crusade to bring their employer, Diamond Walnut, back to the bargaining table. One of them, Cynthia Zavala, testified before Congress on the striker replacement bill, more than Junior has ever done.

Hoffa Jr. then vacated the scene, as a group of Teamsters nearby chanted "Ca-rey" and wondered to each other why a person who was born rich and never been on strike would go out of his way to attack striking Teamsters.

1995 TDU Rank & File Convention

Oct. 13-15
Henry VIII Hotel
St. Louis

The battle for the Teamsters union is on. Soon locals will be electing delegates to the 1996 International Convention, delegates who will determine our union's future.

If you want to be part of shaping that future, make plans now to be at the TDU Rank & File Convention, Oct. 13-15 in St. Louis.

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How to Contact TDU

We want to hear from you. Contact us at the address below for more information about TDU, or to send us articles or letters concerning Teamster-related issues.

National Office: P.O. Box 10128, Detroit, Mich., 48210. (313) 842-2600.

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TDU International Steering Committee

Co-Chairs:
Dan Campbell, San Antonio Local 657
Joe Fahey, Watsonville, Calif., Local 912
Diana Kilmury, Vancouver, B.C., Local 155
Michael Savwoir, Kansas City, Mo., Local 41

Organizer:
Ken Paff, Detroit

Trustees:
Frieda Burgan, Phoenix Local 104
Mike Caffrey, New York Local 868
Chuck Crawley, Houston Local 988

Members:
Pete Camarata, Detroit Local 299
Patricia Franks, Allentown, Pa., Local 773
Lucio Reyes, Stockton, Calif., Local 601
Tom Rose, Cleveland Local 507
Michael Ruscigno, New York Local 138
Sally Smith, Los Angeles Local 896
Mike Turnure, Minneapolis Local 320

Alternates:
Patrick McBride, Tacoma, Wash., Local 599
Lisa Hopper, Davenport, Iowa, Local 710
Bilal Chaka, Long Beach, Calif., Local 692

Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers—every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in October 1994 for one year. Our Rank & File Convention had nearly 600 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed up by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

FREIGHT NEWS

Bargaining orders in Philadelphia, St Louis

Union Victories in Canton, Miami, Atlanta

The long march to organize Overnite continues with victories in Canton, Ohio; Miami; and Atlanta, and bargaining orders issued by the National Labor Relations Board (NLRB) in Bensalem, Pa., and St. Louis. These newly organized workers mean over 1,500 Overniters have now gone Teamster in 14 terminals. In Canton the vote was 25-17. Miami voted 41-20 while Overnite workers in Atlanta voted 136-100 for the union.

Organizing Overnite

Overnite management continues to repeatedly break the law in attempts to slow the momentum of the Teamster organizing drive. They freely lie; for example, in Atlanta they issued a press release claiming that the Miami workers voted against the union when in fact they voted over two to one for Teamster representation. Overnite officials have already been charged by the NLRB with hundreds of illegal threats against employees who support the union.

Two bargaining orders have already been issued against Overnite by the NLRB due to this illegal activity, and more are expected. In St. Louis (Bridgeton terminal) the NLRB ruled that the company actions were "so serious and substantial in character that the possibility of erasing the effect of these unfair labor practices and of conducting a fair rerun election at Bridgeton by use of traditional remedies is slight." Therefore the Board recognized the union based on signed authorization cards which represent a majority of employees at Bridgeton. An identical order was issued in Bensalem, Pa., and the NLRB is likely to overturn other Teamster losses as well.

Recent losses in Akron, (53-79) and Columbus, (58-111) Ohio, Memphis, (176-254) and Chattanooga, Tenn., (23-34) saw similar violations as in Bensalem and St. Louis.

Union Campaign Spreads

Teamster freight organizing coordinator Jim Buck says that the union is escalating and spreading the campaign despite Overnite's law breaking.

"If we even just start leafletting at a terminal, before a campaign starts, they are flying people in and breaking the law," Buck says. The International union is asking the NLRB to go before a federal judge to seek a national injunction. The NLRB has issued numerous complaints but lacks teeth without a court injunction.

Buck says the IBT is not relying just on legal action. "We have to expand, to keep it growing." He says the campaign is moving more into the Atlantic Seaboard, the Southwest, and other areas. The union is also going back to areas where elections have already been won to keep the people involved and united. Overnite is working to intimidate people there, as well.

The International has a majority of its 28 organizers presently working on the Overnite campaign. Buck feels the key is involving more members. "We could use maybe 4,000 organizers, and we'll only get that with volunteers. It's not just Overnite, we're getting lots more interest now from other unorganized truckers."

Innocent Till Proven Guilty Pays $12,047

St. Louis Local 600 member Roy Allen received $12,047 from Yellow Freight in April thanks to the "innocent till proven guilty" clause in the NMFA. Yellow fired him in December and put him out of service. The panel ruled the company violated the contract by failing to keep him on the job.
Pictured are (left to right) Kenny Reinhold, road steward; Ed Mayhall, BA; Roy Allen; John Kennedy, Local 600 president, and Ron Klinger, road steward.

Organizing in Georgia

'We Have to Look Out for Our Future ...'

Overnite's dirty tricks didn't stop Joe Reeves and his wife Sissy from actively campaigning for the Teamsters.

Joe Reeves, of Atlanta, has 20 years at Overnite. His father worked for Overnite as well in Macon, Ga. and was killed in an accident going to work some years back. Joe has had family working at Overnite for over 40 years.

"Joe and I really got involved in this organizing drive when we saw men with 11 and 14 years seniority forced into lay off and offered part-time positions with a $3 an hour cut in pay and loss of vacation and holiday pay," said Sissy. "I got involved because we are all in this together. It had to be done. Joe and I've been married 23 years and have a daughter who will be going to college soon. We have to look out for our future as well as hers."

Joe and Sissy and other Overnite Teamsters are organizing a trip down to Macon where the Overnite workers will hopefully file for an election soon. "We are hoping to have a bus full of people," she said.

What can Overnite workers expect from management in Macon? How about juvenile jokes by the company like putting a $3 bill in with your paycheck that shows the Teamster horsehead logo in the center and words like "In Godfather We Trust." Or a picture of a screw in a capital "U." Sissy says she found this offensive.

"You've got to let Overnite know where you stand," Joe told us. "Make up your mind and get out front about your support for the union. If they think your wavering they'll be all over you. They back off when you stand firm."

Those who were close to the campaign in Atlanta saw Sissy Reeves out front handbilling Overnite workers at the gate in all sorts of bad weather. Both Sissy and Joe give credit to many others who came out to help and want to thank rank and file Teamsters for that support. "Our union is only as strong or as good as the members that are in it," said Joe. And in the case of the Reeves family our union is made better already for having them on our team. Welcome.

Freight Lines

Rank and File on Grievance Panels.

NationsWay driver Chuck Crawley of Houston Local 988 became the first rank and filer on the Southern Regional Grievance Panel. Ron Carey indicated in several speeches recently that more such appointments will be made.

Crawley participated in his first grievance sessions in Ft. Lauderdale, Fla., in late April and reports that he looks forward to working hard and doing his job as a rank and file watchdog in the grievance procedure.

Big Three Agree to Pay Road Drivers Guarantees.

The National Intermodal Committee – a joint committee of the union and the employers – has issued a directive to pay the $700 guarantee to road drivers at the gaining domiciles. Affected drivers should file grievances.

The decision affects all gaining domiciles in the changes of operations at Yellow, Roadway and CF. The decision provides, per the contract, that the past four weeks of earnings of each driver in the bottom 25 percent of the board must be at least $2,800, and if it is not, the employer owes the driver the difference. This will be calculated and is payable on a rolling basis (each week). It is subject to certain limitations, such as if a driver has booked off in excess of 48 hours in a particular week, then that week shall not be used.

This decision in no way waives the claims of drivers to additional compensation, based on the clause that "work opportunities of the drivers at the gaining domiciles shall not be adversely affected by redomiciling." This issue is still being actively pursued by the union and fought by the employers through Trucking Management Inc.(TMI).

At some gaining domiciles, earnings of drivers have fallen, while still running over the $700 minimum. Affected drivers should file grievances if they have not already done so.

Carolina Moves Toward Regional Freight.

In a move to "downsize" and to capture more regional freight, Carolina is undergoing major changes of operations and attempting to get concessions in the process. As we go to press, the change is being considered.

The company wants unacceptable concessions. Philadelphia Local 107 already granted those concessions, back in January, and one look at the sweetheart deal they signed should tell everyone what to think of it.

The Philadelphia "work rules" provide that line drivers can be assigned to do drop and hook, fueling, putting trailers to the dock, etc., without limitation. They further state line drivers can make pick ups and deliveries "without restriction." And line drivers "may be required to work the city or yard to fulfill a minimum trip." No wonder Carolina moved work into Philly! That deal has been contested as violating the national contract.

UNITED PARCEL SERVICE

Ceres, Calif., Local 386

Unity Ends TQM in California Local

Total Quality Management (TQM) had a short life at the Ceres, Calif., building, thanks to union unity and quick action, steward and Local 386 Executive Board member Gaylord Phillips reports. The 170-Teamster building was targetted as the second in California and only the seventh in the country to get TQM, but it lasted only weeks.

At the start of UPS's attempt to impose TQM here, Division Manager Noel Massey stated that "if reassessment was to be successful there would have to be **trust and participation**." Attendance at meetings was mandatory but all other aspects of "reassessment" were voluntary.

If UPS's scheme depended on trust and participation, the stewards reasoned, then the vulnerability of this program was obvious. Management had long since squandered any trust they might have been entitled to by breaking every agreement they ever made. They further undermined the "trust" factor by falsely telling rank and filers that the stewards and business rep supported the program.

When the company brought in an hourly employee from Visalia, Calif., where TQM had already been implemented with the complicity of the local union, the first question asked of him was whether he had plans to move into management. "Yes," he replied.

As the company began meeting with small groups of employees to give them the TQM pep talk, stewards and key union supporters began meeting and doing one-on-one calls over the phone. Stewards insisted that "trainer" positions had to be awarded by seniority and threatened to file grievances if seniority was violated. The company was very reluctant to have any such grievances wind up before the NorCal grievance committee.

When UPS workers met at the union hall it was evident that the center was divided. The majority opposed the TQM program and would refuse to participate in anything voluntary. Some, however, believed the program should be given a chance. Most distrusted management. It was strongly emphasized by the union that participation was strictly voluntary and that no one could be forced to do anything other than to report for work at their scheduled start time.

Then UPS divided the center up into teams. It was at this point that the Reassessment Team members really began having problems. People would not volunteer for the star points. Assignments went unfulfilled. Assignments were given arbitrarily. Some hourly employees became bitter with those who wouldn't join in. Others were angry with those who volunteered. In some groups no one participated. Hourly employees became bitter with the Reassessment Team members. Meetings were filled with hostile questioning of the program. Stress permeated the center and one group was asked not to participate, with no threat of discipline, due to their disruptive tactics.

An attempt to form a TQM steering committee to discuss implementation never got off the ground when only two people signed up for it. Seeing their efforts falling apart, the company approached a couple of stewards to get a list of the union's objections. The stewards' list included: seniority violations, offensive remarks and terminology from assessment team members, the unauthorized use of stewards and business reps names showing support for TQM, long hours of work coupled with training sessions and overall lack of trust of management employees.

continued on page 5

Whose Team Is It?

Like many corporations in America, United Parcel Service is trying to get its employees on the "Team Concept" program. As you might expect however, they want to do the program the "Brown way." True to form, UPS does not want the employees to know the entire story about this program and how it has worked and not worked at other companies. Here are some thoughts to consider as you are faced with management's sell job on their team program.

Who Owns the Team?

Management wants you to join their team. They want to convince you that their goals are your goals and that you should join their team to accomplish their goals. All employees should be clear that it is management asking you to join the teams they have set up and that they are naming the game. Would they join our team? If you went to your managers and supervisors and said we are starting a self-directed work group with the goal of higher wages, better health care and pensions, improved working conditions and the right to hire and fire our supervisors and managers, would your center or hub manager say yes?

What's Their Team Goal?

UPS exists for one reason. It isn't service, safety or customer satisfaction, and it certainly isn't to make its employees feel better—it's PROFIT. They are in business to make money. And the money they want to make is for the owners of the company, i.e., the managers. They don't want to share any more of the profit with you and I than they have to. The degree to which we, as employees, share in the profit is determined not by the graciousness of management but by the power of our unity. Our goals are good wages, safe working conditions, health care, and decent pensions. When a UPS manager suggests that we share common goals, ask the manager if his goal is higher wages, shorter hours, larger pensions and better health care for you and your co-workers?

Can You Trust UPS this Time?

UPS uses all the fancy words when they talk to us about their Team Concept. These words sound good; words like cooperation, team work, democracy, worker empowerment, etc. But let's take a look at the facts. In January of 1994, UPS announced that they were introducing 150-pound packages. Did they ask you or the union how we felt about it? When UPS decided that your shoes were not the ones they wanted you to wear, did they check to see what you thought about that idea? When Parcel and Small Package Director Mario Perrucci told UPS that the Team Concept was illegal and against the contract, and that UPS needed to stop implementation of this scheme until they bargained over the terms of this program, did UPS say OK and stop any further implementation? You know the answer to these questions.

Consider this: in South Texas, Local 657 sent out the text of the letter by Parcel Director Mario Perrucci which stated the union's position that members should not participate in any Team Concept activities until UPS negotiated. This was an official posting on union letterhead. Yet management removed the postings from the union saying that they were "harmful to management." If UPS's Team Concept were the greatest thing since sliced bread, why would they refuse to bargain with the union? Why does management take down union postings about it? Why don't they tell you what the goals of the Team Concept really are?

Think about what UPS is saying. When something sounds too good to be true, it probably is.

UPS Teamsters and Team Concept

Steve Baudo
Local 344, UPS
Milwaukee

Management at UPS has begun to implement, without prior consultation with our International union, a new plan to undermine the union. The Team Concept program has been installed at UPS facilities all over the country. UPS tries to sell members on this concept by stating that it will involve and empower hourly employees.

The one place that hourly workers will not be involved will be in sharing the improved profits reaped through this "empowerment." When any corporation increases profits, the loot is distributed to the shareholders. At UPS, only management personnel are shareholders.

Management has never trusted hourly workers in the past. They have constantly looked over our shoulders, harassed and intimidated us, and done everything possible to squeeze every last bit of effort out of each and every one of us in order to fatten the coffers of their profitability. Are we really to believe that all of a sudden they've turned over a new leaf and will now run the company for our benefit? Or is this just another plan to pit union member against union member?

Let's support the position the IBT has taken on this new plan, and demand that UPS negotiate over any attempt to alter working conditions and responsibilities. After all, we already have a Team—it's called the Teamsters!

Local 688 Subcontracting

Missouri Feeder Drivers Win $37,000 Pay Claim

Dan Eby
UPS Feeder Steward
Earth City, Mo.

Feeder stewards Pete Youngcourt and Oscar McHughes filed blanket grievances in the fall of 1993 over UPS's abuse of articles 26 and 32 of our National Master Contract. The national panel ruled in March of 1995 (after being referred back several times for settlement) that the company pay the 12 senior drivers of each week with hours available for the weeks during September through Jan. 14 (excluding peak season).

This came up to 168 trailer movements paid to 52 drivers at the overtime rate for a total of $37,000.32. According to Business Agent Mike Goebel, UPS's original grievance presentation claimed that there was no way current drivers could handle the work because there were "hundreds of moves per week" and also this was an "Act of God" (the flood) and they therefore had the right to use subcontractors under these conditions.

UPS Drivers Available

The union counter-claimed that UPS used subcontractors when there were drivers with available hours and that the company continued to use outside carriers after the flood emergency was over.

This national grievance decision over subcontracting hopefully will set the stage for the over 300 1994 peak season subcontracting grievances filed by Missouri feeder drivers now headed for the Mo.-Kan. panel in Springfield, Mo., in May.

UPS Crying Poverty, Competition?

Get the answers. See the next issue of *Convoy-Dispatch* for a full report on UPS finances.

Kansas City Local Fumbles Organizing UPS Clerks

Few Were Surprised

Michael Savwoir
Local 41, UPS
Kansas City

The sincerity of Local 41 officials in their recent efforts to organize some 150 clerical employees of UPS in the Kansas City area became all too apparent when, in mid-March, the local agreed to settle all pending NLRB proceedings arising out of the NLRB election held Dec. 1, 1994. Suspicions of this lack of sincerity or total commitment to this campaign surfaced early when agents and organizers of the local refused to aggressively pursue the job of countering anti-union tactics.

Phone calls were not returned, effective strategies were not developed, information was not disseminated, no response was made to UPS's intimidation of the employees involved and no effort was made to involve the 700 union employees who worked in close proximity to these customer service clerks. Excuses for these shortcomings were a dime a dozen, yet few were surprised by the "fumble the ball" tactics of Local 41 officials.

Few were surprised that ...

... A successful petition drive recognition was compromised by Local 41's agreement to have an unnecessary NLRB election.

... Local 41 allowed UPS to threaten employees with more onerous working conditions if they supported the union.

... Local 41 allowed UPS to interrogate employees concerning their support for or activities on behalf of the union.

... Local 41 allowed UPS to create the impression that employee activities on behalf of the union were under surveillance.

... Local 41 allowed UPS to threaten employees with reprisals, including the loss of job and/or benefits if the employees chose the union as their bargaining representative.

... Local 41 allowed UPS to threaten employees that they would be arrested for engaging in protected activities.

... Local 41 allowed UPS to issue written disciplinary warnings to employees because they engaged in activities on behalf of the union.

How could anyone be surprised that this organizing campaign failed? Yet we can be assured that it would be one heck of a surprise if UPS does not continue to kick the dog that has no teeth at every possible opportunity.

UPS Members Organize Boycott of Nonunion Vending Machines

Matt Montgomery
TDU Bluegrass Chapter Co-chair
Local 651, UPS
Lexington, Ky.

A few weeks ago the Bluegrass Chapter of TDU learned that UPS was firing Kentuckiana Foods, a Teamster employer, which has been servicing the food and drink vending machines in the Lexington, Ky., UPS building, and hiring the Williams Co., a nonunion employer, to replace them. This means the loss of several hours of Teamster work, and may result in a layoff for one of Kentuckiana's Teamster drivers.

It appears that UPS management did this even though Kentuckiana made at least as good a bid as the Williams Co. What's more, UPS made the decision in the face of objections by Local 651 and complaints by rank and file UPS employees. All this is going on while UPS management is asking for "cooperation" and saying they want employee input as part of their attempt to impose Team Concept in Lexington.

Originally the machines were going to be changed on April 18, but because of employee objections UPS said they were reconsidering and moved the date to April 22. Just the same, on April 18 the Local 651 UPS BA was at the building handing out flyers instructing Teamsters to boycott the machines. Since the vending machines were still being serviced by a Teamster, this caused some confusion.

On Saturday, April 22 the union machines were pulled and the nonunion ones installed.

On Monday, the next workday, 10 TDUers and other rank and file Teamsters met incoming workers from 2 a.m. to 11:45 p.m. with a cold soda and a flyer explaining the situation and reminding workers that they are not obliged to patronize the nonunion vending machines.

That this has had some impact there is shown by the fact that today UPS managers are running around all over the Lexington building trying to explain their decision, and each one telling a different lie.

Unity Ends TQM

continued from page 4

As it became clear that this was a center in open revolt using every tool at their disposal to resist the imposition of TQM the company finally relented and pulled the plug on the program. Trust and participation are required for TQM to work. A well-planned program of shop-floor organizing by stewards and rank and file leaders is the key to defeating participation programs and preventing the destruction of our union.

UPS & Downs

UPS Profits Soar.

UPS has reported that its 1994 profits rose by 16.5 percent over 1993 earnings. UPS's net profit (after taxes) was $943.3 million or $1.63 a share, compared with $809.6 million, or $1.40 a share in 1993. Revenue rose 10 percent, to $19.6 billion, from $17.8 billion in 1993.

While domestic operations profits continue to grow, the overseas operation continues to be a cash drain. The international division lost $327 million last year compared to a loss of $267 million in 1993.

For a more detailed analysis of UPS economic performance see the next issue of *Convoy Dispatch*.

Landslide Union Victory at UPS.

Operations clerks at UPS voted in a landslide victory to remain Teamsters—1,600 to 58—according to the American Arbitration Association, which supervised the NLRB-mandated election. The clerks are part of a nationwide unit responsible for processing packages that have been misaddressed, damaged or need special attention.

The vote was ordered by the NLRB because no election was held in 1987 when UPS management agreed that the clerks should be covered by a Teamster contract.

DIAD-Injury Update.

We keep getting calls from package car drivers who believe their carpal tunnel and elbow injuries were caused by DIAD. Product liability suits against the manufacturers and designers of DIAD and DVA have been filed by drivers from Illinois, Wisconsin, Ohio, Washington, New York, California, North Carolina, Virginia, Kentucky and Arizona.

Drivers should try to use DIAD 1 in the way described in the *DIAD User Guide* (an 11/94 UPS pamphlet), even though it will add time to your day. Call us if you want a copy. Meanwhile, treat very seriously any numbness or pain in your hands, wrists, forearms or elbows. Seek medical advice from a hand specialist or orthopedic doctor, and take care of yourself. Otherwise, you risk serious permanent injuries.

UPS Showers Politicians With Big Bucks.

Last year UPSPAC gave candidates for U.S. Congress and the Senate $2,647,113. The campaign contributions were given to 563 candidates ranging from a low of $140 to a high of $15,000. Heavy hitters like Newt Gingrich and Richard Gebhardt could generally depend on a $10,000 contribution. Since policy changes must first pass the UPS test—is it value added?—one has to wonder whether the contributions were made in a rush of public spiritedness or whether UPS expects some political favors for their newfound generosity.

Supervisors' Heads on Chopping Block.

UPS plans to trim its management ranks by more than 2,000 during the next 18 months. The company employs roughly 35,000 managers worldwide (about one manager for every nine hourly employees) and plans the cutbacks as part of a sweeping cost-cutting move. Part of the plan is to have drivers and sorters assume more of the managerial functions through the implementation of Team Concept.

INSIDE OUR UNION

Rules Now in Effect for All Locals

Democratic Rules Govern Delegate Votes

On April 24 Teamster Election Officer (EO) Amy Gladstein issued an 88-page book of rules that will govern the upcoming delegate elections in all locals and the 1996 IBT officers' elections. The rules, while similar to those that governed the 1991 elections, contain some important differences.

TDU's proposed changes to the rules had considerable impact. Some of the TDU proposals that are now in the rules involve providing information to rank and file members in a timely way.

Additions

There are several key additions to the rules that concerned members should understand:

- May 24, 1995, is the final date for any protest of past violations of the rules, extending all the way back to Jan. 1, 1992. After May 24, you will have only two working days after learning of a violation to protest.
  For example, if officials in your area have used union resources (publications, meetings, bulletin boards, etc.) to campaign against Carey, or if officials from other areas have come to your local to compaign during the past three years, you have until May 24 to file a protest with the EO.
- Members have a right to now get the worksite list in their local union by a simple request. This right applies to any member who declares their intention to run for delegate or alternate.
- Members have a right to obtain a copy of their local union's proposed plan (including dates, etc.) for the delegate elections. Then they may send their comments on the proposed plan to the EO.

Changes

Some other changes in the final rules, from the proposed rules, include:

- In delegate elections, ballots may not be mailed less than 30 days after nominations (no quickie votes).
- "Counter-endorsements" of candidates are considered contributions, just as endorsements have been.
- Candidates have the right to use the union logo on campaign literature.
- For locals holding their delegate elections next winter (this will be the majority), nominations may not be prior to January, 1996.
- Rules governing fairness in union publications have been extended to state that "No publication or communication financed, directly or indirectly, by a union may be used to support or attack any candidate or the candidacy of any person..." This would seem to apply to the bulletins of the Real Teamster Caucus.

Interested Teamsters should request a copy of the rules, by simply calling the office of the Election Officer at (800) 565-VOTE. Teamsters interested in knowing more about the process, or in getting involved in it to run for delegate or to reform our union, should contact TDU at (313) 842-2600.

Calls on Carey to Launch Campaign

TDU Sets Priority of Petition Drive

The TDU International Steering Committee (ISC) met on April 28 and voted to make a major priority of the petition drive this summer to gain accreditation for Ron Carey and his slate. At this time, Carey has not announced his candidacy for reelection, and the steering committee voted to urge Carey to do just that.

The Election Rules provide a petition process for candidates for IBT office to become accredited. Accredited candidates are then entitled to campaign space in the IBT magazine, and membership lists for each local union, which may be used for campaign purposes, including in the delegate races. About 36,000 valid signatures (2.5 percent of the membership) are needed for at-large candidates.

One TDU leader referred to the petition drive this summer as "the Teamster primaries" as both the Hoffa Jr. and Carey slates will likely be competing. The delegate campaigns in locals will follow soon after.

The ISC also reviewed a report on the final Election Rules, and noted with pride the impact that TDU's submission had on improving the rules to make a level playing field. TDU will be the center of expertise on the rules and how to use them for Teamsters involved in delegate campaigns.

The committee launched a circulation drive to increase the distribution of *Convoy Dispatch*. The majority of *Convoys* are distributed by members who get a bundle shipped to them each issue. Within the past month, 50 new Teamsters have signed up for regular bundles. Our goal is to get another 50 new bundles this month. (See page 11 if you would like to help distribute.)

Major on-going developments in the Teamsters were also discussed, including upcoming regional women's conferences, the introduction of "team concept" by employers, the carhaul contract negotiations, recent elections, and the Overnite organizing drive.

The 15 members and three alternates of the ISC were elected at the TDU Convention last October. The next TDU Convention will be Oct. 13-15 in St Louis.

The steering committee meeting date was set to precede the Labor Notes Conference, which was attended by some 100 Teamster members and some 1,200 other unionists. The conference gave TDU leaders a chance to exchange information and strategies on labor's future.

Hit the Road, Jack!

Local 320 Placed Under Emergency Trusteeship

Bylaws Violated,Dues Money Spent on Massage Therapists, Sporting Events

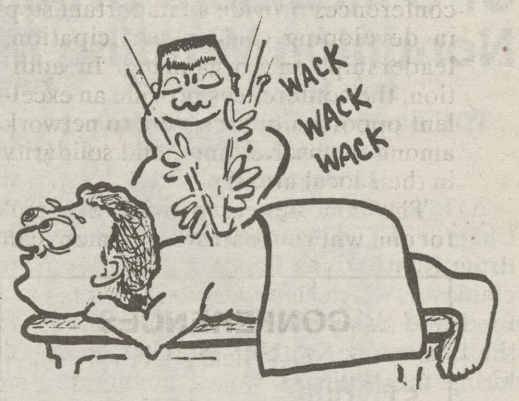
Minnesota Teamsters Local 320 was placed under an emergency trusteeship May 3 after an investigation by the Independent Review Board (IRB) uncovered financial malpractices that have squandered tens of thousands of dollars in members' dues money over the past five years.

Four of the local's executive board members resigned from office to avoid facing charges before the IRB. This includes Secretary-Treasurer David Morris and Recording Secretary Jack Mogelson, the pompous official who defended multiple salaries at the 1991 IBT Convention on the grounds that they were part of "the American way."

Some or all of the resigned officers appear to have authorized expenses for items unrelated to union business. Among the findings, the Executive Board spent nearly $28,000 over a five year period for a weekly massage therapist, union cars were sold to officers and business agents on very favorable terms, costing the members around $50,000, and Morris and company received nearly $107,000 over six years for attending Board meetings. These payments are unauthorized under the local's bylaws.

President Carey has appointed Harold Yates, president of St. Paul, Minn., Local 120, to serve as temporary trustee for the local.

An active rank and file caucus has grown in the local over the past few years. They have been educating members on their rights as Teamsters and exposing malpractices and misrepresentation in the local through their newsletters, leaflets, and regular meetings. They planned to run a slate against Morris and company in the fall local union elections. Mike Turnure, TDU activist and chair of the caucus, comments, "The members were extremely dissatisfied with the representation we were getting. The vast majority were kept completely in the dark about affairs of the local union. Many were unaware the local had meetings they could attend. We're eager to get the local attending to the business of representing the members and having a real union."



Cummins Suspended from Office

Union Not A Family Business

General President Ron Carey has suspended Bob Cummins, president of Local 79 in Tampa, Fla., for misuse of the job referral procedure by giving movie industry jobs to friends and family members ahead of union members. Cummins gave job referrals to his wife, son, brother, son-in-law, daughter-in-law and even a neighbor instead of other members of Local 79 who were in line for jobs in at least three productions in 1993 and 1994.

The charges were filed with the Teamsters Ethical Practices Committee (EPC) by Local 79 members. After receiving the results of the investigation Carey ruled that Cummins be barred from office or employment in any Teamster affiliate for two years and suspended him from membership for three months.

Carey stated, "For too long, some Teamster officials have treated our union like a family business, with perks and privileges to be passed on from one relative to another. We're sending the signal that those days are over. The union belongs to the members, and their rights come first."

Cummins angrily responded to his removal with expletive after expletive to the *Tampa Tribune*, admitting, "Sure, I gave jobs to my family and friends. Hell, I thought they were all my friends, but I guess that wasn't true."

Teamster Women on the Move

Hoffa Jr. Exploits ITWC Convention

The first triennial convention of the International Teamster Women's Caucus (ITWC) was held in Las Vegas March 24-26. International Vice President Diana Kilmury addressed the convention on opening day. Her speech on "Women as Trade Unionists" underscored the continuing importance of democracy in the Teamsters union and challenged delegates attending the convention to make the difference.

Caucus trustee and Coalition of Labor Union Women Vice President Clara Day presented a resolution on Teamster unity. Other convention resolutions addressed national health care, support of strikers, and the establishment of an ITWC scholarship fund.

Seminar and workshop topics included domestic violence, AIDS in the workplace, sexual harassment, the FMLA, and the ADA.

The convention gave women Teamsters the chance to network and share their triumphs and frustrations with sisters throughout the United States and Canada. Remarkably similar were the stories of women who had been held back in one way or another, until their members began to take back their local unions. Many of these women are now business agents or officers in their locals.

Although the convention was billed as a non-political event, the "Real Teamsters" seized the opportunity to ship in their supporters, many of whom were men, sporting their HOFFA '96 buttons. Several of the Real Teamsters events were scheduled to conflict with various convention sessions.

Approximately one-third of those attending the convention were men. Although applauding the commitment of some men to the advancement of women in the union, some of the sisters expressed dismay that when the chair solicited motions, they could only hear men responding.

"These brothers are obviously living in the past," was one comment voiced. "Where I come from the women have a clear voice in their union. Their brothers respect them. This would never have happened."

Another woman commented, "Our hormones give us more of a right to be in the room and participate in the proceedings than the 'boys' in the back."

Saturday morning, Real Teamster Jimmy Hoffa, Jr. scheduled an appearance at a local Teamsters hall, purportedly to help raise legal defense funds for jailed unionist Jessie Acuna. Many charged that Hoffa was simply exploiting Acuna's misfortune in order to stage what was billed by one Las Vegas television station as a rally to raise funds for Hoffa's bid for president of the Teamsters union.

Diamond Walnut strikers, angered by Hoffa's comments earlier that day, skipped a portion of the day's convention activities in order to attend the rally. They attempted to speak to Hoffa as he exited his car, but two of the women were shouldered by Hoffa's supporters in an attempt to push them aside. One of the two women was also pulled backward by the neck of her clothing by one of Hoffa's staffers. When she again attempted to speak, the man next to Hoffa began to chant, "Hof-fa, Hof-fa." But the Hoffa contingent was quickly drowned out by the Diamond Walnut Teamsters and 30 or more of their supporters.

Hoffa was abruptly whisked into the union hall. After being denied access to the building, the group eventually left, but not until they were given an earful from one shouting Hoffa supporter who insisted, among other things, that "the worst thing they ever did was to give women the right to vote." As the women left the complex a Teamster on the flatbed stage announced proudly that the "plague" was leaving, while another saluted their departure by giving them the finger.

Hoffa Just Doesn't Get It

"Mr. Hoffa, Mr. Hoffa, please come here and help us," shouted one of the Diamond Walnut strikers that morning. Hobbling with one foot in a cast and with the aid of a cane, the old woman hailed him to the table where she was selling T-shirts and other items relating to the plight of the Diamond Walnut workers. When Hoffa approached, a California Teamster asked whether Hoffa felt that too much money had been spent on the strike. "It was incredible," said one woman, "he turned around as if to see if someone was there to give him the answer!"

Then he looked right at those women and told them that their strike was **over**. He said, "At some point you just have to concentrate on finding other jobs for those people." The son of James R. Hoffa doesn't understand that the Diamond Walnut strike is bigger than all of the people involved.

The political goings-on that were allowed created a divided atmosphere that was enormously destructive and clearly contrary to what should have been the main goal of the conference – to educate and unite the sisterhood.

The women of the ITWC are taking home a wealth of useful information and knowledge. They're taking back plenty of encouragement to increase their union involvement. But in many cases, they take home a good taste of the Real Teamsters as well. The blight of the old Teamsters union – the **real** plague, is still alive and festering. They have experienced first hand that sister Kilmury's fight for democracy in this union must become their fight, for the war is far from over.

Regional Teamster Women's Conferences

Building Solidarity and Activism

Following upon the success of last year's Teamster Women's Conference in Chicago, the IBT Human Rights Commission is sponsoring a series of regional women's conferences taking place over the course of 1995. These conferences are open to all Teamsters.

Women make up nearly 25 percent of our union's membership and these conferences provide an important step in developing greater participation, leadership, and organizing. In addition, the conferences provide an excellent opportunity for sisters to network among themselves and build solidarity in their local areas.

The conferences provide a useful forum where Teamster women can learn about their rights on the job, an understanding of how the union functions, and develop leadership skills to take back to your workplace and union hall. Workshops and seminars are designed for both women who are just getting involved in the union and women who are experienced Teamster leaders.

Laurie Kelly, a TDU activist from Hertz in Boston told us, "Last year at the Women's Conference in Chicago we began to build a foundation of solidarity and activism between us. This year, at the regional conferences let's all try and attend at least one so we can continue to address women's issues within our union."

At the St. Louis conference, discussions will focus on problems women face on the job and finding workable solutions to them, why organizing is a key to the future for Teamster women and their families, and the legal rights of Teamster women. International Vice President Diana Kilmury will speak in both St. Louis and New York as well as at future conferences later in the year.

Local unions in your area are being encouraged to promote the conferences and sponsor member attendance. Unfortunately, some local union officials prefer politics over organizing and education, and thus are not promoting the event.

Interested individual members can contact Maria Elva Maldonado at the IBT Education Department, (202)624-8724 for more information on dates, places, and registration.

Registration costs $5 in New York, which includes lunch. In other areas there is no charge. The advance registration deadline for St. Louis is May 5 and for New York May 19, but registrations will be accepted up to the date of the conference.

CONFERENCES SCHEDULE

ST. LOUIS
Saturday, May 13
9 a.m. - 4 p.m.
Union Plaza
300 S. Grand

NEW YORK CITY
Saturday, June 3
9 a.m. to 4 p.m.
N.Y. High School for the Humanities
331 W. 18th St.

WASHINGTON, D.C./ BALTIMORE AREA
June 17

Future conferences scheduled for **Atlanta**, **Los Angeles**, the **Bay Area**, and elsewhere.

Contact Maria Elva Maldonado at the IBT Education Department, (202) 624-8724, for more information on dates, places, and registration.

Chicago Local 705

Big Reform Victory

The nerve center of the old guard officialdom is beginning to twitch. That's because the Reformers' Pride slate won a decisive victory in the Local 705 election on April 15. As newly elected secretary-treasurer Gerald Zero noted, "It's a 14,000-member local in the heart of the Midwest, and one that's been an old guard stronghold."

The victory indicates a turnaround in the mood of the large trucking local, where former head Dan Ligurotis carried the local by a two-to-one margin over the Carey slate in the 1991 IBT election.

Ligurotis was banned from the union in 1993 for embezzlement of union funds. The local was placed in trusteeship by the International in June 1993.

Even Hoffa Junior, who travelled to Chicago on two occasions to personally campaign for the Real Teamsters slate, could not derail the members' belief that reform is the way to go. In fact, several 705 members report that Hoffa was no help at all to the old guard faction.

Local 705 has some 6,000 freight and cartage workers and 7,000 UPS Teamsters, along with smaller units in tank haul, movers, and other shops. The victory could prove an inspiration to reform-minded Teamsters in other Chicagoland locals.

When asked about plans for the future, Zero named a few goals. They include a bylaws reform to provide for election of stewards, improving pensions (especially for freight members), making the hospitalization plan more accessible for outlying members, and bringing officers' salaries into line. The salary for principal officer, which was $225,000, will come down to $80,000 or $85,000, Zero noted.

Very few of the 20 business agents will be from the old regime. Most were let go during the trusteeship, and four more were let go following the recent vote.

The contest was between the Reformers' Pride and the Real Teamsters, but there were two other slates in the April election. One pro-Carey slate was headed by VP Leroy Ellis.

PENSION NEWS

Retirees to Picket Central States Pension Fund

Nearly 200 retired Teamsters from 19 states gathered in Kansas City last month to carve out a plan of action for pension reform in Central States. The retirees are organizing for across-the-board COLAs on pensions for those who retired before 1987, improved surviving spouse benefits, direct accountability of pension trustees, and a partial dues structure that puts them back into the union.

A 10-person steering committee, representing locals from across the region, was selected at the meeting and first plans are to organize a picket on May 22 at the Central States Pension Fund building in Rosemont, Ill.. The grassroots effort is sparking interest across the central and southern region. Busses and caravans are being organized from Detroit, Des Moines, Birmingham, and elsewhere.

Re-United Retired Teamsters' mission is to give dignity to older retirees and make their lives more bearable.

Many Teamster retirees who left the industry over 20 years ago now find themselves living in poverty, barely surviving with the assistance of food stamps and medicaid. Some draw less than $150 per month in benefits. The occassional "13th Check," a bone the trustees throw to retirees from time to time, doesn't come close to meeting the needs of these retired Teamsters.

The retirees gathered in Kansas City are organizing to put an end to that indignity and are pushing for reforms that would guarantee retired Teamsters a minimum pension.

"The first step is to have trustees who are voted into their positions by the membership. And one of the trustees should be a retiree," said Robert D. Smith, a retired Teamster and principal organizer of the meeting. "Once we have some trustees that respond to the needs of the fund's participants we can get a decent COLA to help out some of our struggling brothers and sisters."

The retirees see direct actions like picketing the pension building as the only way to get a response.

Pension benefits for current Teamsters with 25 or more years of service have doubled over the last seven years. But there have been no across-the-board adjustments for those who retired before 1987. "We're not calling for roll-backs of current pension levels. They deserve it. But we feel the fund has a responsibility to take care of the older members who helped build the union and the pension fund so many years ago. The money is there." says Smith.

Plans to picket the pension fund building are forming now. Retirees and active Teamter supporters will meet at 7 a.m. on May 22 at the Central States Pension Fund, 9377 W. Higgins Rd., Rosemont, Ill. For more information contact the Re-United Retired Teamsters, P.O. Box 9687, Kansas City, Mo. 64134.

Trustee Selection Process

Kubalanza Says It's Democratic

When the Central States Pension Fund issued its new, unfair and unjust changes on its self-payment policy, the International union requested information from the fund trustees on the facts and options behind the decision to change the rules. Six months later there was still no response.

In February, Carey sent a second letter chiding them for not providing important facts and information that Art Bunte, head of freight management's negotiating team, already received. Carey went on to remind the trustees: "The Pension Fund belongs to active and retired Teamsters. It is their money. Yet, you do not answer to them. You were named trustees by the former Central Conference and Southern Conference, which themselves were not accountable to the members. The procedure you have established for choosing your replacements allows a small handful of officials to choose future trustees who also will not have to answer to the members."

A month later, fund administrator Ronald Kubalanza responded. He expressed his puzzlement at Carey's remarks on the new trustee appointment procedure, stating, "We are at a loss to understand your comment."

Kubalanza explains that nearly 150 local union heads voted for the trustee appointment board (an even smaller group of 13 officers who anoint the next union trustee). He says, "We are convinced that, as these voting officers were all elected by their members, that this is a truly democratic procedure."

Sound familiar? Yes, it's the same warped logic the old guard used to campaign against the rank and file's right to vote directly for convention delegates and International officers, that led to a racketeering lawsuit against our union, and that they will attempt to bring back at the 1996 IBT Convention.

TDU members need to carry on the fight to have accountable trustees in our major pension funds. Three out of the four current trustees are retired on multiple pensions. The current trustees amended the trust agreement to come up with this new undemocratic procedure. They can be pressured by the rank and file to change it again.

New Jersey Trustees Forced to Repay Funds

Five former trustees of two New Jersey Teamster health and retirement funds have agreed to repay $1.15 million to the funds as part of a settlement over charges that they improperly diverted money out of the funds into the treasuries of locals 1518 and 462.

The Carey administration placed the locals in trusteeship in October 1993 when audits revealed that a large portion of the union's revenues came from "other receipts." Further investigation revealed that from 1978 till the time of the trusteeship, two local officers and three other fund trustees had diverted nearly $3.5 million of health and pension monies into their local treasuries. Some of this money was then used to pay officers' salaries and expenses. Other funds, totalling a few million dollars, were paid to the locals for "administrative expenses."

As Carey put it, "Money that should have been safe in the members' pension and health funds was turned into a cookie jar for these two locals." Earlier this year the International brought a lawsuit against former officials of the Local 705 pension and welfare funds on charges of defrauding $4 million.

New England Trustees Accountable to No One

Tom Sheibley
Local 653, Roadway
Brockton, Mass.

I'd like to add some information to Dan Campbell's article on pension plans in last month's *Convoy Dispatch*. The New England Pension Plan, with over $2 billion in assets, is totally controlled by a board of trustees who have the legal right to choose their own successors! They don't have to answer to the rank and file, or even to anyone elected by the rank and file. They are accountable to no one but themselves.

In the chart of plan contributions and benefits that Campbell provided, we in New England would fall below even the notorious Central States plan in benefits. Our trustees are still trying to decide whether they will give us the 25-and-out that was funded by the last UPS and freight contracts.

We join with Campbell in focusing on the upcoming 1996 IBT Convention: we need reform delegates who will work with the Carey administration to mop up these pockets of good old boy unionism and get us the benefits we've earned on the job and won in tough contract negotiations.

Politics and Our Pension Funds

Everyone knows politics plays a part in how pension funds are run. Participants don't need calenders to know when it's an election year. They simply wait for the announcement of a new benefit increase.

But a March 16 letter from a consulting actuary of the Central States Pension Fund to fund director Ronald Kubalanza sheds new light on how politics function when the keepers of the purse strings are at odds with the leadership.

In outlining some of the factors discussed with fund trustees in determining the new Class 17 benefit levels the actuary lists the following:

- *the number of future participants*
- *industry growth potential*
- *investment opportunities*
- *"the turmoil in the union and its implications for membership in the plan."*

Wondering what that last one means? So are we and so is Ron Carey. Write to Kubalanza and find out: Ronald Kubalanza, Central States Pension Fund, 9377 West Higgins Rd., Rosemont, Ill. 60018.

New England Pension Fund

A Year Late and More Than a Dollar Short

Rumors abound that after one year of members' petitioning, letter writing, and phone-calling the New England Pension Fund trustees have settled on some increased benefits. But they remain just that—rumors.

In an April 7 letter to New England Teamsters, General President Carey informed them "there is good news and bad news regarding your pension." The bad news is that New England Teamsters in freight and UPS did not get the kind of 25-and-out benefit members in other funds have gotten.

Carey and Teamsters in New England expected to hear from the trustees within a week or two on the details of the increases. Yet a month later there has been no official word and rumors continue to abound. Even some old guard officials have been heard griping about the lack of communication between the fund and the local unions.

If the trustees have come to an agreement then they should let the members know. Are they too ashamed to let them know the pitiful results? Or are they continuing to play political football with the membership's money, hoping to embarass Carey by deliberately sabotaging his efforts to get what the members justly deserve?

Negotiations in the last UPS and freight contracts resulted in the highest contribution increases in history. At that time the trustees announced they would match whatever increases came out of the Central States Pension Fund.

It appears the trustees have come up a year late and more than a dollar short. As Carey stated in his letter, "Unfortunately the top leadership of the pension plan ... couldn't get the job done."

CARHAUL NEWS

Employers' Video: Contract Smokescreen

Mike Stanfill
Local 299, E&L
Detroit

The employer-produced video tape that has been mailed to all Teamsters covered by the Master Carhaul Contract is designed to mislead Teamsters about who our friends and enemies are. It's a slick, expensive effort to divide us as the contract deadline approaches.

The companies had the opportunity in the past to honor our contract, workrules, and the union-employer relationship on an honest platform. Yesterday the companies chose the road of deceit for higher profits, without any thought for the future. Now they come to us with words like "job restoration," "cooperation" and "friends."

They brought in corporate allies who have nothing but higher profits in mind, Chrysler's Ed Kra and General Motor's Jim Zanjaha, for example. We Teamsters know that these corporations are deeply involved in the rape of the Mexican labor class and that they would enjoy having the same relationship with U.S. workers.

Cassens President Allen Cassen cries hardship because 20 years ago there were 55 unionized carriers and today there are only 16. We Teamsters know that the majority of the companies that are gone were bought out by the 16 remaining carriers—to get higher profits.

The seven largest carhaul companies claim that the number of their union employees has decreased over the last 10 years. This is true, but misleading. They fail to say that over the past 10 years new equipment and law changes have increased our loads by about three units for each driver—so fewer drivers are needed to move the same number of cars. They also don't mention the increase in the number of drivers at the nine remaining unionized carhaul companies.

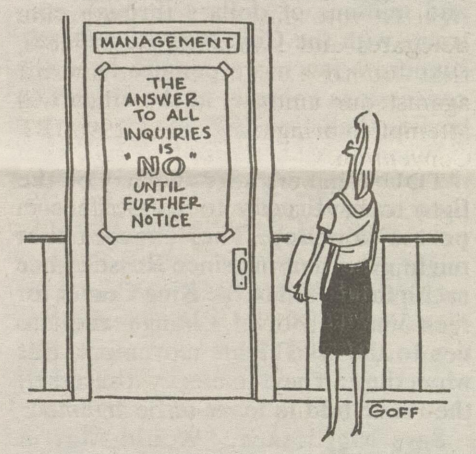
In the video, companies are crying about nonunion competition. They cite 39 nonunion companies. Not mentioned is the fact that these 39 companies have virtually no impact on the new car market. The majority of the 1,050 nonunion drivers mentioned by the video are employed by the nonunion double-breasted subsidiaries of the unionized carriers!

The video shows the difference in pay between the union pay-scale and the pay of the 1,050 non-union drivers. A "Job Restoration" program that would lower our pay and benefits down toward those of the unorganized is proposed. I believe that these nonunion drivers would rather move up to our pay scale. Let the employers agree to allow their subsidiaries to be organized.

The video goes on about the gap between union carhaulers' wages and average U.S. wages. They fail to mention that this percentage gap is closing, while management's monetary compensation has been wildly increasing.

Some of our brother Teamsters unfortunately took an active part in preparing this video. In time the majority of carhaul Teamsters will show these brothers that our real future lies with strength and unity. Brother Perry Wilson, driver F.J. Boutell, I love this job too. I don't love the long hours, freezing weather, loads that don't fit, rainy days, hot days, motel rooms, restaurant food, weigh stations, or the necessity of fighting a daily battle to enforce my contract. I do love doing a good job and the challenge of putting together the massive puzzle of multiple units into a space 8 1/2/' wide, by not-more-than 75' long, by not-more-than 13 1/2' high. I also love the decent pay and benefits.

We are once again at a crossroads. We will choose the road of success and prosperity for all Teamster carhaulers. Thank you TDU for helping to make me a more informed Teamster.



New Southern Panel Co-Chair

Ronnie Greene, President of Local 512 in Jacksonville, Fla., has been appointed to co-chair the Southern Carhaul Grievance Panel. Greene, who won the principal office spot on a reform slate back in the fall of 1993 by a two-to-one margin, is a long time carhauler and is well respected by Teamster carhaulers everywhere.

Greene was also appointed secretary of the Central-Southern Grievance Panel and put on the National Committee as well.

Grievance panel reform is a top priority with many carhaulers as well as with the National Negotiating Committee. The appointment of Greene to these three positions is a good step toward that reform.

Pickets Go Back Up in Virginia

Pickets went back up at Newport News Marine Terminal in spite of a court order that prohibited such action earlier this year. Teamster carhaulers in Norfolk, Va., Local 822 once again found themselves having to set up pickets to stop QAT drivers out of Spring Hill, Tenn., from backhauling out of that terminal. (See *Convoy Dispatch* #138 for related article.) This time, however, the pickets were not met by a court order, nor were they merely "informational pickets." This time the words "Protesting Violation of National Committee Decision" adorned the picket signs and strike action was imminent. Picketing took place on April 18-19 at the marine terminal to enforce the National Carhaul Grievance Committee decision prohibiting Spring Hill drivers from transporting automobiles from locations other than Petersburg, Va., and New Boston, Mich. (See related article this page.)

Article 7, Section 10 of the carhaul agreement allows the union to strike to enforce the National Committee's decision. The action caused Ryder Vice President Ron Borges to assure Local 822 and the International that no QAT drivers would be dispatched to the Newport News location in the future and the picketing was halted.

"Justice prevailed, finally," said Bill Haley, secretary-treasurer of Local 822. "The National Committee, the IBT and locals working together with and for the members is the only way we will force the employers to honor our contract."

CCI Awarded Georgetown, Ky., Toyota Traffic

Commercial Carriers was awarded 100 percent of Toyota traffic at Georgetown, Ky., last month. At a specially called National Committee meeting it was determined that the 10 Leaseway drivers who shared the traffic at Toyota will be afforded the right to transfer to the CCI seniority list on a dovetail basis using their respective terminal seniority dates. The Leaseway drivers will be required to take a physical, "provided, however, the results of such physical shall not preclude the rights of a driver under this decision," the decision states.

Toyota To Meet with Teamsters

The campaign targeting Toyota dealerships, which saw Teamsters handbilling with "Consumer Alert" material at high volume locations in the West in March and April, seems to have paid off. Toyota has agreed to meet with the IBT on May 3 and the union suspended its leafletting efforts for now. The action was initiated in response to Toyota's expansion of its own nonunion carhaul operation, called Toyota Trucking Inc., which saw the loss of Teamster jobs at CCI.

National Committee Rejects Ryder/QAT Backhaul

The Carhaul National Committee rejected Ryder's claim that employees of Transportation Unlimited at the QAT Spring Hill, Tenn., terminal may be assigned to perform work at CCI terminals under Article 48 of the Central-Southern Supplement. The Committee held that QAT drivers at Spring Hill may only backhaul from its other two facilities, which are located in Petersburg, Va., and New Boston, Mich. Commercial Carriers may also be liable for back pay at locations where backhauls were performed by QAT/Transportation Unlimited drivers during the 60-day period preceding the April 6 decision.

Grocery News

Arizona Local 104

Member Involvement Brings Better Grocery Contract

The new reform leadership in Arizona Local 104 is off to a fast start as the union has negotiated three grocery contracts covering 1500 workers within the first four months since taking office. The five year agreements covering warehouse workers and drivers at Fleming Foods, Fry's Food and Drugs, and Safeway Stores are similar to one another and include between an 11 and 13 percent increase in wages, roughly 40 percent increase in pension contributions, and a 6.5 percent increase in health care benefits in order to maintain coverage at its current level over the life of the contract.

At the Fleming warehouse, members campaigned hard to keep part-time work at a minimum. Under the new contract, part-time workers have to be hired full-time after 18 months. In the past, there were no limits on how long someone stayed on as part-time. In addition the union also negotiated a faster arbitration process at all three warehouses requiring disputes to be settled within thirty days time. Previously grievances could take as long as six months to resolve.

The new agreement is one of the best warehouse workers in the area have seen in 20 years and represents a radical departure in how local union business is handled in Arizona.

"The old leaders used to keep people in the dark while they cut deals with the bosses in the backroom," says Richard Esquivel, newly elected secretary-treasurer of Local 104. "This time, members took part in the negotiations. On the job they wore special T-shirts and stickers to send management a message for good jobs in this community."

TDU, LOCAL UNION NEWS

Solidarity Wins Strike at Pennsylvania Dairy

Don Riccio
Local 429 Vice President and BA
Reading, Pa.

Teamsters employed at Lehigh Dairies' Schuylkill Haven, Pa., plant recently engaged in a strike that lasted only two days because of pressure put on the company by Teamster solidarity.

Lehigh Dairies wanted a concessionary contract that included a 62-cent reduction in wages, co-pay on health insurance, reduction in pension contributions, and the elimination of language to protect the members.

The company brought in a New York City lawyer to try and force Teamsters to take the concessionary offer, but to no avail. The final offer was rejected by a 96 percent margin three hours before the end of the contract. A strike began shutting down the Schuykill Haven plant at 12:01 a.m. April 1. At 8:00 a.m. a call was placed to Joint Council 53 to ask for help. The request went to Local 463, which has two other Lehigh plants under contract, and help they did. Local 429 extended our picket line to the Ft. Washington and Lansdale, Pa., plants. Local 463 honored our lines, thus shutting down two additional plants.

Late Saturday afternoon the president of Lehigh Dairies called Local 429 President Ron Kistler on the picket line and requested a Sunday meeting.

Local 429 had rented a nearby motel room as a strike headquarters, and after several hours of meeting there on Sunday a new tentative agreement was reached, and then ratified by 86 percent. The new agreement includes:

- a four-year contract
- no co-pay on health insurance
- no reduction in pension contributions
- $1.60 increase in wages over the four-year pact at 40 cents per year
- 29 language changes to benefit the members.

It was the solidarity across locals that brought this company to its knees. Teamsters Local 429 wishes to thank all of its brothers and sisters in Local 463 for a job well done. If we all work together as a union should, we can accomplish almost anything.

Atlanta Local 528

Local Fights for Airport Jobs

Members of Atlanta Local 528 descended upon the offices of corporate goon Herman Russell April 5 to demand justice for hundreds of airport concessions workers who were put out of work when Concessions International, the company Russell owns, along with Host Marriot, took over operations at Atlanta's Hartsfield Airport. The two companies have refused to hire a majority of the former unionized workforce in a deliberate attempt to bust the union.

The company's hiding behind a legal smokescreen claiming they had to open the hiring process to all who applied and that they interviewed "nondiscriminatorily." Likewise, it's just a coincidence that well over half of the old workforce suddenly found themselves no longer qualified for jobs they had worked for years and years. James McCleskey, Secretary-Treasurer of Local 528, has a problem with that, "Herman Russell has made millions and millions of dollars through contracts with the City. Now he wants to squeeze a few more pennies from the concessions contract at the airport by busting the union."

When Russell refused to talk with the union, the workers decided to take their case directly to Russell's corporate doorstep. They thought they might get a hearing since Russell once sat on the Board of the King Center for Non-Violent Social Change and has ties to the civil rights movement. But when they arrived to meet with Russell they were told to leave or be arrested.

Says McCleskey, "Would Martin Luther King tell us to leave or they'll call the police? They're no different than any other corporate officials. They're hypocrites."

The companies seem to think if they take a hard line the union will go away quietly. Maybe under the old Cook regime that would've been true, but not in the new Local 528. The union plans to step up its activities, including possible picketing at the airport. The mayor and the city are starting to take note. As one aide to the mayor told a local newspaper, "The mayor has a great interest in seeing this resolved amicably and without disruption of services." With the Atlanta Olympics only a year away one would think so.

California Local 63

Volunteer Organizers Target Con-Way

Scott Askey
Local 63 BA, Los Angeles

"Local 63 members employed at Consolidated Freightways in Mira Loma, Calif., realize the importance of organizing in freight as we watch our work being lost to Con-Way," says CF employee Steve Shilling. We have a volunteer organizing committee from CF that makes regular visits to the Con-Way terminals in Los Angeles and Fontana, Calif.

Our commitment to organize is supported by other Local 63 volunteers and local union staff. They support our efforts with Con-Way, and the CF committee also helps out with other Local 63 organizing projects.

We hope that CF employees all over the country will make the effort to communicate with and win the support of Con-Way employees.

New York Local 868

Elected Steward Finds Job Gone

Mike Caffrey was elected steward for the 130 Local 868 Teamsters at Peerless Importers in mid-March, only to find the traditional steward's job then disappeared. "The steward (with super seniority) has always been the dispatcher. That way he would be available to the members to handle grievances. But as soon as I won, no more dispatcher position," Caffrey told us.

The issue of the disappearing job is now being argued out with management. Peerless is a major national importer of wine and spirits.

Brother Caffrey reports that he is working with all the members to "build a real union at this shop." He claims to have the best union bulletin board in New York. He is also a member of the TDU International Steering Committee.

Bylaws Reform in St. Louis

The members of St. Louis Local 682 have taken a major step to protect democracy and financial integrity in their local. In April, General President Ron Carey approved bylaws changes that the membership voted for in November.

"The members, and the 'Represent Us Now' (RUN) caucus, took the step to bring our local salary structure under control," activist Rich Hathaway told us. "The officers don't seem to care, as long as they're getting theirs, but now we've got protection in our bylaws."

The major bylaws changes include specified limits on the salaries of officials: $65,000 for president, $60,000 for secretary-treasurer, $54,000 for VP or recording secretary, and $48,000 for a business agent.

Last year Local 682 president Paul Renaud pulled down $81,287 in salary alone, in a local with barely more than 2,000 members, most of whom work in construction trades. The local is losing money every month, but no steps had been taken to bring salaries into line, until now. The members who proposed the bylaws reform project an annual savings of $65,532 with this salary structure.

Also adopted and approved by IBT president Carey were amendments for mail referendum voting for local union office, conducted by an independent agency.

The reformers built for the November meeting, as did the officials, who opposed the reforms. But a good turnout brought a positive vote.

The Local 682 leadership sought to delay or derail implementing the bylaws that were approved at the November union meeting. First they tried to conduct additional meetings at selected shops, then they tried a smokescreen of paperwork. But the members stuck to their guns, and now have some good bylaws to show for it.

Local 470

Philadelphia Members Organize for Elected Stewards

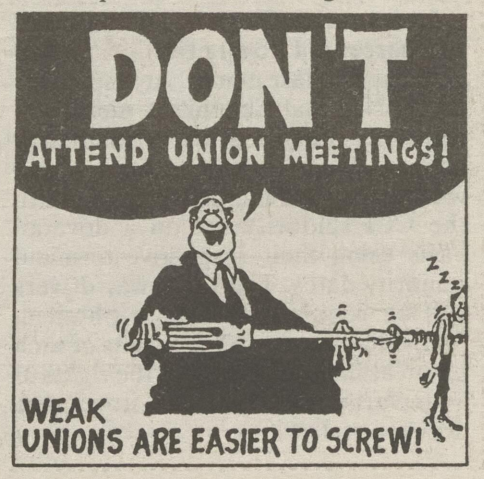
The members of Philadelphia Local 470 will have the opportunity on May 21 to take a major step towards taking charge of their union. At a local meeting to be held at 10 a.m. at 11th and Chow Street, Local 470 members will be able to vote on a change in their bylaws so that members may elect their own stewards.

Electing stewards may seem like a basic democratic right, but President Joe Sullivan and the rest of the incumbent leadership of Local 470 have refused to support the change. In fact, the last time the members tried to put forward this change, the leaders of Local 470 somehow managed to collect a large number of mail-in ballots. No one except the leaders' friends seemed to know that mail-in ballots were permitted. Not surprisingly, the mail-in ballots were nearly all against elected stewards, and the proposed change was defeated.

This time, however, things will be different. First of all, in response to a question from a supporter of elected stewards, Sullivan stated that mail-in ballots would not be allowed on May 21.

Second, the bylaws vote has the support of the United Teamsters Slate in Local 470, which has been leafletting many of the barns in the local to build support for the bylaws change. The slate, headed by Paul Reynolds Jr. for president, is a full slate challenging the incumbents in the local election this fall. Other members of the slate are Hector Garcia for vice president, John Arnoldy for secretary-treasurer, Joe Alfano for recording secretary and Francis Szypula Sr., Charlie Limper Sr., and Paul Reynolds for trustees.

If Local 470 members take the time to become part of the solution and turn out to vote on May 21, they can take the first step towards reforming their local.



LETTERS FROM OUR MEMBERS

Thanks to TDU and Carey for Retirement

I would like to thank TDU for making me a better and stronger Teamster. After reading three issues of *Convoy Dispatch* from cover to cover back in the early 1980s, I learned what was going on in our union. I was shocked. I joined.

I campaigned long and hard for Ron Carey and support him 100 percent. Today, April 28, is my retirement day. Thanks to Ron Carey and TDU I will be getting a good retirement check.

John Kirby
Local 135, CF, retired
Indianapolis

Reform or Reverse?

The Time is Now

Elections for delegates to the 1996 IBT Convention take place in less than one year. These delegates will decide the future direction of the IBT as well as nominate candidates for International office.

At stake is the continued reform of the Teamsters union. The "Real Teamsters" are out to unseat Carey and the GEB. They will point to a financial crisis in the Teamsters union and claim Carey is responsible for these problems.

The facts show that Carey is trying to clean up the mess created by the Real Teamsters. They want to go back to the good old days of hiring friends and relatives to high paying jobs. They want to go into reverse and allow multiple salaries for officers.

The reform movement has opened the union to more input from rank and file Teamsters. Carey and the GEB have made many tough decisions, including the elimination of the conferences, slashing of multiple salaries and pensions, and ending many of the special perks given to International officers. They have taken on the employers in support of the members. Carey has energized the Teamsters union and succeeded in getting members involved in their union. He has communicated with the members through contract bulletins and a real magazine.

The first step in the election process will be the election of convention delegates. Real Teamsters delegates will try to bring back the area conferences. These are the people that predicted national contract grievance procedures would not work after the conferences were shut down. The grievances have been heard as usual without the conferences.

The Real Teamsters delegates will try to strip the GEB of most of its power. They could give the power to the leaders of the conferences who do not have to face direct elections by the rank and file. There is a danger of the rank and file losing their voice in meaningful elections by actions taken at the 1996 IBT Convention.

The time has come to begin planning strategy and to do the fundraising to support reform candidates for both delegate and International office. The Real Teamsters are well funded and much more organized than in 1991. Therefore, the need to raise money to support reform candidates is critical.

Committees for fundraising, planning strategy, and campaigning in general should be formed now. If you have a reform committee in your area, support it with your time and money. If you don't have a committee, start one. Put aside a little money each week. The price of reform will be high this time.

It's up to the rank and file to keep reformers in office and prevent our union from going backwards. Ask yourself how much it is worth to you to have an International union that is not afraid to stand up to employers? How much is it worth to you to continue going forward, empowering the rank and file, and continuing to fight corruption? Take action today. The future of reform depends on us.

Steve Baudo
Local 344, UPS
Milwaukee

$1,000 a Month for All Retirees

I would like to see all Teamster members who are retired and do not receive a pension of at least $1,000 a month be raised to that level.

I believe Ron Carey is doing a good job, so let's keep Carey in office.

Arthur Biggs
Local 728, retired
Atlanta

Young People: Wake Up!

The younger people of this country had better wake up and realize what the older members fought for all these years. If it were not for unions there would not even be a minimum wage.

Thanks, TDU, for everything.

Earl Wymer
Local 175, retired
Nitro, W.Va.

Help Older Retirees

I wish somebody would try to help the retirees who have been retired for 12 years or more.

I paid dues for 31 years and I still get the same amount, $602 a month, that I got when I retired, and have to pay $210 a month to keep my wife's insurance in effect.

Take some of the union busters' $200,000 a year and help us old retirees.

"Whitey" Arthur
Local 104, Yellow, retired
Jefferson City, Tenn.

Retiree Supports Strike Fund

I am a retiree of Wilkes-Barre, Pa., Local 401 and am more than willing to pay $2 each and every month to the Strike Fund. I am retired since November 1980.

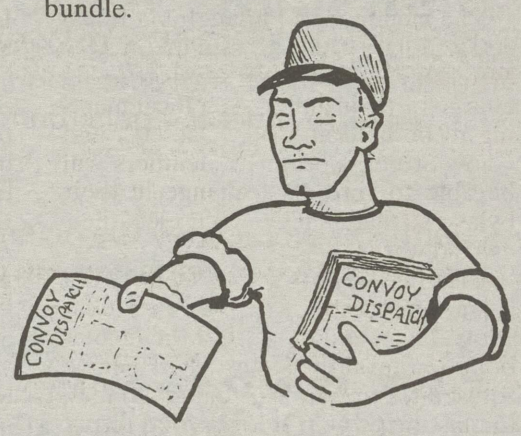
John J. Mesaros Sr.
Local 401, retired
Wilkes-Barre, Pa.

TDU Launches Bundle Drive

With important events in our union just around the corner, TDU wants to get *Convoy Dispatch* into the hands of more and more Teamsters. You can do your part by becoming a *Convoy Dispatch* bundle distributor. Distributors receive a bundle of each issue, allowing you to have the up to date information on the developments in our union to give your coworkers. Distributors also receive special informational materials, like activist updates, flyers and other items.

While *Convoy* is **the** source for information on political developments in our union, it is also full of news you can use for building a strong union on the shopfloor. We have articles on your legal rights, local union bylaw campaigns, and what's going with contract negotiations.

If you know Teamsters who aren't getting the whole picture, giving them *Convoy Dispatch* can help educate them, so we all can move forward. Use the coupon below to order your bundle.



Order CONVOY DISPATCH by the Bundle

Bundles are sent each issue. Prices per issue:
❑ $3 for 10 ❑ $5 for 20 ❑ $8 for 50 ❑ $12 for 100

Name _____ Local _____

Address _____

City _____ State _____ Zip _____

Phone (_____) _____ Company _____

Return to:
TDU, Box 10128, Detroit, Mich. 48210

TDU Meets

ARIZONA
Saturday, May 20
1 p.m.
9043 N. 36 Dr., Phoenix

ATLANTA
Saturday, May 13
7:30 p.m.
John C. Birdine Community Center
215 Lakewood Way S.E.
Guest Speaker: Don Stone

BLUEGRASS CHAPTER
Saturday, May 13
2 p.m.
Downtown Library
140 E. Main St., Lexington
Guest Speaker: Rick Wadsworth

BUFFALO
Saturday, June 17
1 p.m.
Radisson Hotel
4243 Genesee Street
Stewards Training Video

DETROIT
Sunday, May 7
9 a.m.
Rams Horn Restaurant
Plymouth Rd. at Telegraph
Redford, Mich.
Call (313) 881-1671 for information.

EAST BAY, CALIF.
Saturday, June 10
10 a.m.
Call (510) 653-3865 for information.

KANSAS CITY
Saturday, May 20
9 a.m.
Kansas City Public Library
South Branch
201 E. 75th St.
Guest Speaker: Rick Wadsworth

LINCOLNLAND TDU
Friday, May 19
7 p.m.
Parker Sports Bar (back room)
2801 Peoria Rd., Springfield, Ill.

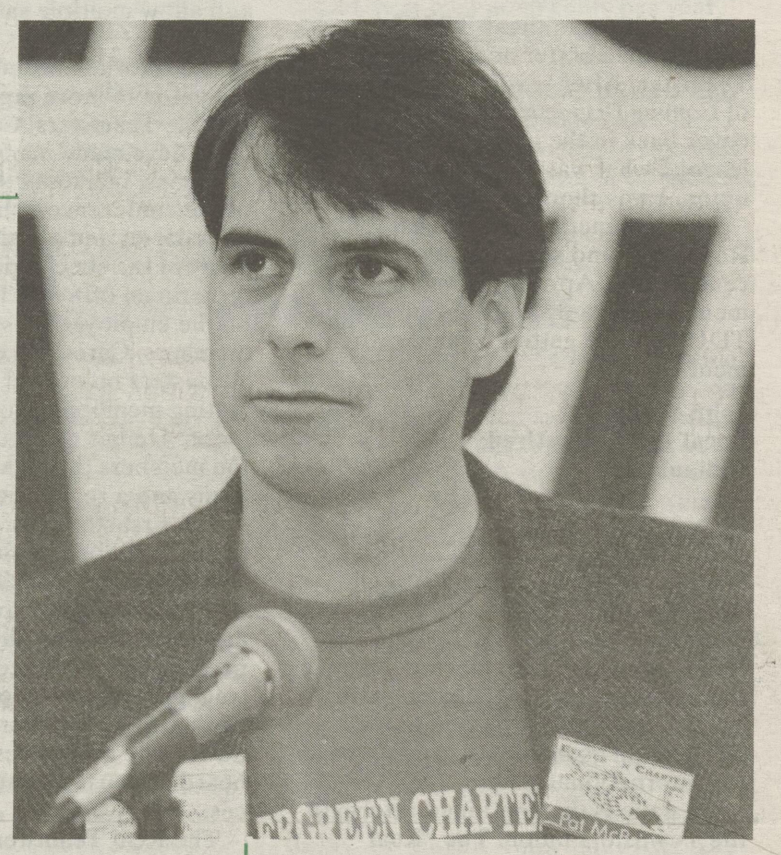
MINNESOTA
Sunday, May 21
1:30 p.m.
Broadway Pizza
W. Broadway & W. River Rd.
Minneapolis
Call (612) 871-1957 for information.

SOUTHERN CALIFORNIA
Delegates Seminar
Sunday, May 14
10 a.m.
VFW Hall
101 S. Main St., Pomona, Calif.

STOCKTON, CALIF.
Saturday, May 20
11 a.m.
2633 Togninali Lane

Help Build Our Union

Be a TDU Recruiter



"Recruiting brothers and sisters into TDU is a vital part of preserving democracy in our union and taking us forward to 1996 and beyond. Since the 1991 IBT election we have taken great strides in building a strong, democratic union.

"This hasn't just happened, though. It's taken the leadership, education and unity of the rank and file to build this movement. I joined TDU after the 1991 election because I knew the job wasn't done. The 1996 IBT Convention is the big title fight.

"Moving into the delegate and Carey campaigns we need more than ever to build TDU. Every member should think of him or her self as a recruiter. If we each get one friend or co-worker to join we'll double our numbers in this critical period.

"Our work is cut out for us, but TDU is no stranger to a difficult task. So join TDU and take the positive approach to continuing reform in our union.

"Together we can make the difference. As TDU members we are the visible crusaders of democracy."

Pat McBride, TDU Recruiter
Local 599, Supervalu
Tacoma, Wash.

JOIN TDU

TDU MEMBERSHIP APPLICATION

Name _____ Local # _____

Address _____

City _____ State _____ Zip _____

Phone (____) _____ Company _____

❑ City ❑ Road ❑ Dock ❑ Clerical ❑ Warehouse ❑ Construction ❑ Production

❑ Other _____ Optional: Spouse's name _____

❑ $35 one-year's membership & subscription to *Convoy Dispatch.*

❑ $85 three-year membership fee. ($10 shall be rebated to the local chapter.)

❑ $20 for spouses, retirees and Teamsters who gross less than $17,000 a year.

❑ Check or money order
❑ Mastercard/Visa # _____ Exp. date ____/____

Date _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210

TDU membership is kept confidential from employers.
TDU solicits and accepts membership applications and donations only from Teamsters, and from individual retired Teamsters and spouses who are not employers.

How to Help Build TDU

DISTRIBUTE *CONVOY DISPATCH*. As the voice of the rank and file, *Convoy Dispatch* is an important tool in building the TDU movement and educating Teamster members. (See p. 11 to order a regular bundle to distribute.)

ASK. Many Teamsters who join TDU have been supporting the reform movement for years before actually joining. When you ask them why they never joined, they often say, "No one ever asked me to."

TALK IT UP. The future of the union is on people's minds nowadays. TDU plays an important part in shaping that future. People are talking about Carey vs. Hoffa Jr. on the road and in the shops.

➔ Talk about the importance of electing reform delegates to the 1996 IBT Convention as the first step leading up to that ultimate showdown.

➔ Talk about how Carey and the General Executive Board can't finish the job by themselves—they need our support.

➔ Let your pride in TDU show!

SEND IT IN NOW. If someone says he or she will join, ask them to fill out the card, give you the dues, and mail it in for them that day. If you wait for them to do it, the card may wind up in the "bills to pay" pile and be forgotten.